GRIDVAVNO DE INICORIVIA (I) (O) N

AFSCME	E Grievance	e # 125341		IDA	S Grievance #	15-0261
Grievan	t Name	Diana Powers				
Departr	nent/Loca	tion Mt Plea Institut	nsant Mental Healt e	h AFSCM	E Representative	Kenton Cole
lssue:	TER	1	(Choose o	one of the fol	lowing)	
C	LArificatio	n (Contrac	t Language i	ssue.) DIS	cipline (Other th	an following.)
\$	U S(*)pensi	on TEF	Rmination	(*) =	# of Days – – Example: :	SUS(15)
JD(0)(e)(k	DIEINEOR	PINATUON				
Docket 7	# DHS-15-0	0084	Da	ate Heard	7/10/2015	
TABISIO	IBUTUONTI	NEORWAZ	(ON			•
Resolut	ion: RE	S				
(Choose	e one of th	ne followin	g) RESolved	DENied	SUStained D	eadlocked
RESOLU	ITION DESC	CRIPTION:				

The decision of the Panel is:

- 1. The termination shall be reduced to a three day suspension.
- 2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Andrew Hayes

iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

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						-	
AFSCM	E Grievano	ce # 125342]		IDAS	Grievance #	15-0260
Grievar	nt Name	Elaine Lehma	n				
Depart	ment/Loca	ation Mt Plea	asant Mental Health e	1 /	AFSCME I	Representative	Kenton Cole
lssue:	TER		(Choose o	ne of	the follo	wing)	
(CLArification	on (Contrac	t Language is	ssue.)	DiSci	oline (Other th	an following.)
S	S US(*) pens	lon TEF	Rmination		(*) = # c	of Days – – Example:	SUS(15)
yD(oTe)(abir inko)	RWATION					
Docket	# DHS-15-	0085	Dat	te Hea		10/2015	
RESC)IAUPITON <u>i</u>	INEORIYATI	ION TO				
Resolut	tion: R	ES					
(Choos	e one of t	he followin	g) RESolved	DE	Nied	SUStained [Deadlocked
RESOLU	JTION DES	CRIPTION:					
The d	ecision of the		reduced to a thu	ree dav	suspensio	on.	

- 2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Andrew Hayes

lowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

GRIEVANCE INFORWATION

AFSCME	Grievano	e #	125589			IDAS	Grie	vance #	14-0	0552
Grievan	t Name	James	Leber							·
Departn	nent/Loca	ation	Woodwa	rd Resource Cer	iter	AFSCME	Repr	esentat	ive	Greg Lewis
Issue:	SUS(1)	L		(Choose o	one c	of the foll	owing	g)		
C	CLArification (Contract Language Issue.) DIScipline (Other than following.)									
SI	US(*)pens	lon	TERr	nination		(*) = #	of Days	s – – Examp	le: SUS	5)
Dock	ET INRO	RIVIA I	ION							
Docket #	DHS-15-	003						Date	e Hear	d 07/30/2015
RIDS(0)	ituri(e)Nil	NK(0)K	N/A/PI()N						
Resolut	ion: RI	ES								
(Choose	one of the	he fol	lowing)	RESolved	D	ENied	SUS	Stained	Dead	dlocked
RESOLU	TION DES	CRIPT	ION:	.Mat. Mat. 42.00 mg						
3										

The decision of the Panel is:

- 1. The one day suspension shall be removed from the employees file if there are no further incidents of like nature prior to December 3, 2015.
- 2. If removed from the file no back pay will be awarded.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

GRIDWANGDINGORIWANGN

AFSCME Grievance # 121508 IDAS Grievance # 15-0147
Grievant Name Nick Scott
Department/Location Iowa State Penitentiary AFSCME Representative Kenton Cole
Issue: DIS (Choose one of the following)
CLArification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days Example: SUS(15)
DOCKIDANGORIVATION
Docket # DOC-15-0082 Date Heard 8/13/2015
RDSOLUTION INFORMATION
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:
The decision of the Panel is: 1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline. 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website. 3. This decision is non precedent setting.
Jeff Edgar Mark Frymoyer

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

GRIDWAY(GD) INTORIWA (#10)N

Management Co-Chair

ACTAIDING INCOME					
			3		
AFSCME Grievand	ce # 118532	2	lDAS Grie	evance #	15-0147
Grievant Name	Pam Miller				
Department/Loca	ation lowas	tate Penitentiary	AFSCME Rep	resentativ	Kenton Cole e
Issue: DIS		(Choose one	 e of the followin	ıg)	
CLArification	on (Contrac	t Language iss	ue.) DISciplin	e (Other th	nan following.)
SUS(*)pens	ion TEI	Rmination	(*) = # of Day	ys – - Example:	SUS(15)
			8/13/201	15	
Docket #	-0083	Date	Heard 8/13/201		
RESOLUTIONS	INE ORIVIAVI	ION	· ·		
Resolution.	ES				
(Choose one of t	he followin	g) RESolved	DENied SU	Stained	Deadlocked
RESOLUTION DES	CRIPTION:				
has been n 2. Pursuant to	n reprimand s o further disc o Iowa Code l	ipline.			e 8/13/2015 if there ted on DAS website.
Jeff Edgar			Mark Frym	· •	
Iowa Department of Services, Human Re		•	AFSCME Id Chief of St	owa Council (taff	61

Union Co-Chair

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AFSCME Grievano	ce # 104440	IDAS Grievance #
Grievant Name	Patrick Maras	
Department/Loca	ation 6th Judicial District	AFSCME Representative Earlene Anderson
Issue: TER	(Choose one	e of the following)
CLArification	on (Contract Language iss	ue.) DIScipline (Other than following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(15)
Pajoje/(adjujanjae)	RWATTON	
Docket #		Heard 8/13/2015
RIDS(O) JUNIONA	NFORWATION.	
Resolution: RI	ES	
(Choose one of the	he following) RESolved	DENied SUStained Deadlocked
RESOLUTION DES	CRIPTION:	

- 1. The termination shall be reduced to a 10 day suspension and final warning. The discipline and final warning shall only be used for progressive discipline for like nature incident. The final warning will be in effect until 8/13/2017.
- 2. The grievant shall be returned to work no later than August 28, 2015.
- 3. The grievant shall be reimbursed ½ of all back pay and accruals minus ½ interim earnings.
- 4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 5. This decision is non precedent setting.

	Jeff Panknen	Mark Frymoyer
	Iowa Department of Administrative	AFSCME Iowa Council 61
	Services, Human Resources Enterprise	Chief of Staff
	Management Co-Chair	Union Co-Chair
	J1 2/11/10	ally 9/13/2015
,	Date	Date

Settlement

*(GPNE)VAV(GE)IN)30)RIVATI(GN

AFSCME Gr	rievance # 123460)		IDAS Gri	evance #	15-005	4
Grievant N	ame Lois Whatley				<u></u>		
Departmer	nt/Location Iowa V	eterans Home	1	NFSCME Rep	resentativ	ve Ri	ck Eilander
Issue: st	US(3)	(Choose o	ne of	the followir	ıg)		
CLA	rification (Contrac	t Language is	ssue.)	DISciplin	e (Other t	han fo	llowing.)
SUS(*)pension TEI	Rmination		(*) = # of Da	ys – – Example	e: SUS(15)	
\$\$(0)@\{40\i)	TINITO)RIYAYU(O)VE			og om og	····		
				and the sale of th			
Docket #	DVA-15-00010				Date	Heard	08/18/2015
INDSOIGU	MONTINROBINATI	ION .				.,	
Resolution	: RES						
(Choose or	ne of the followin	g) RESolved	DE	lied SU	Stained	Deadle	ocked
RESOLUTIO	ON DESCRIPTION:						
1. The	on of the Panel is: e three day suspension e grievant shall be rei			_		the reto	sha was

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

earning on 07/15/2014.

4. This decision is non precedent setting.

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Management Co-Chair

Mark Frymoyer

3.—Pursuant to Iowa Code Section-22.13 this document may be publicly posted on DAS website.

AFSCME lowa Council 61 Assistant to the President

Union Co-Chair

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8/58/2015

Settlement

(CTRAID)VAVN(C)DJANIZ(O)RAVIAVIA (O)N

AFSCME Grievance	# 125426	IDAS Grievance #	052
Grievant Name Chris Cook Department/Location Issue: SUS(3) CLArification (Contract Language Issue.) SUS(*)pension TERmination Docket # DVA-15-0007 Docket # DVA-15-0007 Resolution: RES (Choose one of the following) RESolved RESOLUTION DESCRIPTION: The decision of the Panel is: 1. The three day suspension shall only be used in progress incidents.			
Department/Locati	AFSCME Grievance # IDAS Grievance # Grievant Name Chris Cook Department/Location Iowa Veterans Home AFSCME Representative Rick Issue: SUS(3) (Choose one of the following) CLArification (Contract Language issue.) Discipline (Other than following) SUS(*)pension TERmination (*) = # of Days Example: SUS(*) Docket # DVA-15-0007 Docket # DVA-15-0007 Date Heard RESOLUTION DESCRIPTION: The decision of the Panel is: 1. The three day suspension shall only be used in progressive discipline for like naturincidents. 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DA	Rick Eilander	
AFSCME Grievance # Grievant Name Chris Cook Department/Location Issue: SUS(3) (Choose one of the following) CLArification (Contract Language issue.) DIScipline (Other than follow SUS(*)pension TERmination SUS(*)pension TERmination POCCISPIENTAGINATIONS Date Heard RESOLUTION DESCRIPTION: The decision of the Panel is: 1. The three day suspension shall only be used in progressive discipline for like nature incidents. 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS			
CLArification	(Contract Language iss	ue.) DIScipline (Other than fo	ollowing.)
SUS(*)pensio	n TERmination	(*) = # of Days Example: SUS(15)	•
DIOIOKADIE (NRO)RI	TATTON.		
	07	Date Heard	08/18/2015
Jeans(o)aban(o)vjav	EORWAYNON .		
Resolution: RES			
(Choose one of the	following) RESolved	DENied SUStained Dead	locked
RESOLUTION DESC	RIPTION:		
The three day incidents. Pursuant to Idente.	suspension shall only be use owa Code Section 22.13 this		
	निर्देशसम्बद्धाः स्वतः । प्रतिकृति । । । । । । । । । । । । । । । । । । ।		

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

ACRIDIANO DINGO RIVATIONA

AFSCME Grievand	e # 120798	IDAS Grievance # 15-0053	*******
Grievant Name	Michelle Scarsbrook		
Department/Loca	Iowa Veterans Home	AFSCME Representative Rick Eilander	
Issue: SUS(3)	(Choose	one of the following)	
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)	
SUS(*)pens	ion TERmination	(*) = $\#$ of Days – Example: SUS((5)	
3010(0)(4DVESAN)(0)	RMATION		* . *
Docket #	-0004	Date Heard 08/18/2015	
รณยุร(อ)คุยัยษ์(อ)กับ	NFORWATION:	'	
Resolution: R	ES		
(Choose one of t	he following) RESolved	DENied SUStained Deadlocked	
RESOLUTION DES	SCRIPTION:		
2. The grieva earning on 3. Pursuant to	lay suspension shall be redunt shall be reimbursed two d 07/15/2014 .	ced to a one day suspension. lays of back pay and accruals at the rate she was his document may be publicly posted on DAS website.	

Management Co-Chair

Date

Iowa Department of Administrative

Services, Human Resources Enterprise

Jeff Panknen

AFSCME Iowa Council 61 Assistant to the President Union Co-Chair

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Mark Frymoyer

8/18/2015-

Settlement

GRUDWANGD UNKORWAYUON

·			**************************************
AFSCME Grievand	125427	IDAS Grievance	# 15-0048
	Brandon Wolken	IDAS Glievalice	#
Grievant Name	. Iowa Veterans Home		Rick Eilander
Department/Loca	ation	AFSCME Represent	ative
Issue: SUS(3)	(Choose o	ne of the following)	
CLArification	on (Contract Language i	ssue.) DIScipline (Othe	er than following.)
SUS(*)pens	ion TERmination	(*) = # of Days Exa	mple: SUS(15)
a diguestadan annico)	RAVPASIH (O)NS		
Docket #	-0006	D	ate Heard 08/18/2015
BYSODARNOW	NEOSINEARON		
Resolution: R	ES		
(Choose one of t	he following) RESolved	DENied SUStaine	d Deadlocked
RESOLUTION DES	SCRIPTION:		
2. The grieva	lay suspension shall be reduc	ed to a one day suspension. ays of back pay and accruals	at the rate \$he was

Jeff Panknen

Iowa Department of Administrative Services, Human Resources Enterprise

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

Date

3. Pursuant to Iowa Code Section 22:13 this document may be publicly posted on DAS website.

Settlement

GRIDVANCE INGORNASHON

AFSCME Grievand	ce # 120799	IDAS Grievance #	
Grievant Name	Greg Smith		
Department/Loc	ation Iowa Veterans Home	AFSCME Representative Rick Eilander	
Issue: sus(s)	(Choose	one of the following)	
CLArificati	on (Contract Language	issue.) DiScipline (Other than following.)	
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(15)	
	RNASION:		
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Docket #	-0008	Date Heard 08/18/201	5
TROSIO) AUGUONO	NIKORWAYUON		
Resolution: R	ES		
(Choose one of t	l he following) RESolved	DENied SUStained Deadlocked	
RESOLUTION DES	SCRIPTION:		
2. Pursuant to	ay suspension shall only be u	used in progressive discipline for like nature incidents his document may be publicly posted on DAS website	
Jeff Panknen		Mark Frymoyer	
lowa Department of	Administrative	AFSCME Iowa Council 61	

Management Co-Chair 8/18/1/ Date

Services, Human Resources Enterprise

Union Co-Chair

Assistant to the President

Settlement

GRIDVANCE INFORMATION

AFSCME Grievand	te # 125413			IDAS C	Grievance #	15-	0216
Grievant Name	Lynette Borel						
Department/Loca	tion lowa Vete	rans Home		AFSCME R	epresentati	ve	Rick Eilander
Issue: SUS(1)		(Choose o	one of	the follow	ving)		
CLArification	on (Contract I	_anguage l	ssue.)	DIScip	line (Other	than	following.)
SUS(*)pens	ion TERm	ination		(*) = # of	Days Exampl	e; SUS	((15)
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DVA-15-	0017				Date	: Hea	08/19/2015 rd
3R4D(S(0))(10U4)(0)N(0)	NKORWAYUO	N.					
Resolution: RI	ES .						
(Choose one of t	he following)	RESolved	DE	Vied	SUStained	Dea	ıdlocked
RESOLUTION DES	CRIPTION:						
be removed 2. If removed 3. Pursuant to	no further incid I from the grieve under number (ant's file, one above the tion 22.13 th	e grieva	nt shall not	receive back	pay a	suspension shall and accruals.

Jeff Panknen

Iowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chalr

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

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Settlement

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AFSCME Grievand	re #	IDAS Grievance #	-0285
Grievant Name	Kendall Starits		
Department/Loca	Iowa Veterans Home	AFSCME Representative	Rick Eilander
Issue: DIS	(Choose	one of the following)	
CLArification	on (Contract Language	issue.) DIScipline (Other than	following.)
SUS(*)pens	ion TERmination	(*) = # of Days Example: SU	S(15)
JP(0)(e)(40)(140)(X(0)	RIVAVION		
Docket # DVA-15	0001	Date Hea	08/19/2015 ard
RDSOFOUNON	NFORMATION		
Resolution: R	ES		
(Choose one of t	he following) RESolved	d DENied SUStained De	adlocked
RESOLUTION DES	CRIPTION:		
be removed 2. Pursuant to	no further incidents of like I from the grievant's file.	e nature prior to 9/15/2015 the written rethis document may be publicly posted.	_

Jeff Panknen

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

III May

Settlement

CRIDYANGDINGORWAYI(ON

AFSCME Grievance # 125410	5	IDAS Grievance # 1	5-0215
Grievant Name April Scovill	•		
Department/Location Iowa \	eterans Home	AFSCME Representative	Rick Eilander
lssue: SUS(3)	(Choose one c	of the following)	
CLArification (Contra	It Language Issue	.) DIScipline (Other tha	n following.)
SUS(*)pension TE	Rmination	(*) = # of Days Example: \$\)	J2(15)
DOGRADIA INKORIJA V (ON)		10 Mary 7 22 1 10 Mary 7 22 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Docket # DVA-15-0018		Date He	ard 08/19/2015
RESORUNONINRORWAY	ION		
Resolution: RES			
(Choose one of the followin	a) RESolved D	ENied SUStained De	eadlocked
RESOLUTION DESCRIPTION:			
The decision of the Panel is: 1. If there are no further in shall be removed from t		prior to 11/4/2015 the three da	ny suspension

- 2. If removed under number one above the grievant shall not receive back pay and accruals.
- 3. Pursuant to Iowa Code Section 22,13 this document may be publicly posted on DAS website.
 - 4. This decision is non precedent setting.

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lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61 Assistant to the President

Union Co-Chair

8/19/15 Alleys
Date

6/19/2015

Settlement

EPRIDIVANODENIKORIVATION

AFSCME Grievano	ce # 119739	IDAS Grievance #	
Grievant Name	Shellee Jordebrek		_
Department/Loca	ation Iowa Veterans Home	AFSCME Representative Rick Eilander	
Issue: SUS(1)	(Choose o	one of the following)	
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)	
SUS(*)pens	ion TERmination	(*) = # of Days Example: SUS(*5)	
DIO (SKAĐARIVIZO).	RWATION		
Docket #	0002	Date Heard 08/19/2015	
RBS(อโตบัน(ON#	NFORWATION		
Resolution: RI (Choose one of the RESOLUTION DES	he following) RESolved	DENied SUStained Deadlocked	
	y suspension shall be reduce	ed to written reprimand. lay of back pay and accruals at the rate she was	

3. Pursuant to Iowa Code Section 22:13 this document may be publicly posted on DAS website.

Jeff Panknen

lowa Department of Administrative Services, Human Resources Enterprise

earning on 2/19/2015.

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61
Assistant to the President

Union Co-Chair

May

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Settlement

CHRIDIVANCIDHINGORAVIANION

		· · · · · · · · · · · · · · · · · · ·
		IDAS Grievance #
vant Name Ca	ılma McDowell	
artment/Locatio	Iowa Veterans Home	AFSCME Representative Rick Eilander
e: SUS(1)	(Choose	one of the following)
CLArification	(Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pension	TERmination	(*) = # of Days Example: SUS(15)
(CKETEINRO)RW	ATU(0)N	
<u></u>		
	2	Date Heard 08/19/2015
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olution: RES		
oose one of the	following) RESolved	DENied SUStained Deadlocked
DLUTION DESCR	IPTION:	
 If there are no be removed from 2. If removed under the rate she was earned. 	further incidents of like to om the grievant's file. der number one above the arning on 3/11/2105	nature prior to 1/1/2016 the one day suspension shall e grievant shall receive back pay and accruals at the his document may be publicly posted on DAS website.
	vant Name artment/Location e: SUS(1) CLArification SUS(*)pension (et # DVA-15-002 cet # DVA-15-002	Calma McDowell artment/Location e: SUS(1)

Jeff Panknen

Jeff Panknen

Iowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Management Co-Chair

Management Co-Chair

Arschaft Union Co-Chair

4. This decision is non precedent setting.

Date On Chyn

8/19/2015 Date

Settlement

(CHID)WINGDDING(ORWAYD(O)N

AFSCME Grievan	ce # 12 7 32	9	.11	DAS Grievance #	15-0335
Grievant Name	Duane Jess				
Department/Loc	ation Newto	n Correctional Facil	lity AFSC	CME Representativ	Adam Swihart
Issue: SUS(3)	l	(Choose o	ne of the	following)	
CLArificati	on (Contra	ct Language is	ssue.) D	Scipline (Other t	han following.)
SUS(*)pens	sion TE	Rmination	(*)) = # of Days Example	: SUS(15)
D(0)@KdSiJBINIZ0	ŖĬŢŶĠŊŨŒŊŊ				
Docket #	-0137			Date	08/24/2015 Heard
ากอุร(อ)ผู้ปั ป (อ)กูร	INRORIVATI	7(0)N			,
Resolution: R	ES				
l				61.6. / I	Dan Handard
(Choose one of t	he followin	g) RESolved	DENied	SUStained	Deadlocked

The decision of the Panel is:

- 1. The 3 day suspension shall be reduced to a 1 day suspension.
- 2. If there are no further incidents prior to 8/24/2016 the 1 day suspension shall be removed from the employees file.
- 3. There shall be no back pay or accruals awarded.
- 4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 5. This decision is non precedent setting.

Blair Parker

Iowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

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Settlement

GRIDWANGDINEORWAYUON

Grievant Name Michael Wynn Department/Location Newton Correctional Facility Issue: SUS(1) (Choose one	AFSCME Representative Adam Swihart
Department/Location	AFSCME Representative Adam Swihart
Issue: SUS(1) (Choose one	
	of the following)
CLArification (Contract Language Issu	ue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
Diotektranicorranion	
GENERAL STATE OF THE STATE OF T	
Docket # DOC-15-0097	Date Heard 08/24/20
RESOLUTION INFORMATION	
	i
Resolution: RES	
(Choose one of the following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	

3. Pursuant to Iowa Code Section 22,13 this document may be publicly posted on DAS website.

Blair Parker

lowa Department of Administrative Services, Human Resources Enterprise

2. There shall be no back pay or accruals awarded.

4. This decision is non precedent setting.

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Assistant to the President

Union Co-Chair

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(GRIDWAN(CDSINICORNWAS)(O)NE

AFSCME Grievand	e # 127326	IDA	S Grievance #	5-0263
Grievant Name	Randy Owens			
Department/Loca	Ation Newton Correction	nal Facility AFSCM	E Representative	Adam Swihart
Issue: SUS(5)	(Cho	ose one of the fo	llowing)	
CLArification	on (Contract Langu	age issue.) DIS	cipline (Other tha	n following.)
SUS(*)pens	ion TERminatio)n (*) =	# of Days – – Example: S	NS(12)
DIOLEKE SARINIZO	BMATION : 1			
Docket #	0117		Date He	08/24/201
RESOUUV(ONE	NEORWATION			
Resolution: R	ES			
	he following) RESo	lved DENied	SUStained De	eadlocked
(Choose one of t	J.			

3. Pursuant to Iowa Code Section 22,13 this document may be publicly posted on DAS website.

Blair Parker

lowa Department of Administrative Services, Human Resources Enterprise

2. There shall be no back pay or accruals awarded.

4. This decision is non precedent setting.

-Management Co-Chair

Rick Ellander

AFSCME Iowa Council 61

Union Representative

Union Co-Chair

(C)RNDVANC)DNNRORNADION

AFSCME Grievand	ce # 96464		IDAS Gri	evance #	15-0108
Grievant Name	Randy Owens			_	· · · · · · · · · · · · · · · · · · ·
Department/Loc	Newton Correct	tional Facility	AFSCME Rep	resentative	Adam Swihart
Issue: SUS(3)	(Ch	noose one o	l of the followin	ng)	
CLArificati	on (Contract Lang	guage issue	.) DISciplin	e (Other tha	an following.)
SUS(*)pens	ion TERminat	tion	(*) = # of Da	ys – – Example: \$	SOS(12)
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Docket #	-0070			Date He	08/24/20 eard
่ เรีย\ร(อ)นักกับ(อ)เก็	NEORWATION :				
Resolution: R	ES				· · · · · · · · · · · · · · · · · · ·
Resolution.					
(Choose one of t	he following) RES	Solved D	ENied SU	Stained D	eadlocked
RESOLUTION DES	SCRIPTION:				
2. There shal3. Pursuant to	e Panel is: suspension shall be r l be no back pay or a o Iowa Code Section on is non precedent s	ccruals award 22.13 this do	led.	publicly posted	d on DAS websi

Blair Parker

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Settlement

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SUS(*)pension TERmination (*) = # of Days ~ - Example: SUS(*) 10(0):4044410(0)(3)144410(0)(3)144410(0)(3)144110(0)(3)(3)(3)(3)(3)(3)(3)(3)(3)(3)(3)(3)(3)	Department/Location Iowa Workforce Development AFSCME Representative Matt Butler Issue: SUS(3) (Choose one of the following) CLArification (Contract Language issue.) DIScipline (Other than following.) SUS(*)pension TERmination (*) = # of Days Example: SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISCIPLIANCE SUS(*) DISC	Department/Location Iowa Workforce Development AFSCME Representative Matt Butler Issue: SUS(3) (Choose one of the following) CLArification (Contract Language Issue.) DIScipline (Other than following.) SUS(*)pension TERmination (*) = # of Days Example: SUS(*) Dio(e)(4241*10.1000) Date Heard O8/24/2	AFSCME Grieva	nce #	124973		IDA	S Grievance #	15-0173
Department/Location Development AFSCME Representative Issue: SUS(3) (Choose one of the following)	Department/Location Development AFSCME Representative	Department/Location Development AFSCME Representative Susue: Sus(3) (Choose one of the following)	Grievant Name	Jame	s Reipe				
CLArification (Contract Language Issue.) DIScipline (Other than following. SUS(*)pension TERmination (*) = # of Days Example: SUS(*5) [POO(4) 40 40 40 40 40 40 40 40 40 40 40 40 40	CLArification (Contract Language issue.) DIScipline (Other than following.) SUS(*)pension TERmination (*) = # of Days Example: SUS(*5) DOC(A) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4	CLArification (Contract Language Issue.) DIScipline (Other than following.) SUS(*)pension TERmination (*) = # of Days Example: SUS(*) DO(0) (4) (4) (4) (4) (4) (4) (5) (4) (5) (4) (5) (4) (6) (4) (6) (4) (6) (4) (6) (4) (6) (4) (6) (6) (4) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6	Department/Lo	cation			AFSCMI	E Representativ	Matt Butler
SUS(*)pension TERmination (*) = # of Days Example: SUS(*5) 10(0)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)	SUS(*)pension TERmination (*) = # of Days Example: SUS(*5) ID(0)(2/40)(20)(20)(20)(20)(20)(20)(20)(20)(20)(2	SUS(*)pension TERmination (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Dictor: Application (*) = # of Days Example: SUS(*) Docket # Date Heard Date Heard	Issue: SUS(3)		((Choose or	 ne of the fol	lowing)	
	Docket # Date Heard	Docket # Date Heard	SUS(*)pei	nsion	TERmi	nation	(*) =	# of Days Example	: SUS(05)
Docket # Date Heard	TRESOLUTION INCORMATION					nation	(*) =	# of Days Example	: SUS(15)

RESOLUTION DESCRIPTION:

The decision of the Panel is:

- 1. The three day suspension shall be reduced to one day suspension.
- 2. The grievant shall be reimbursed two day of back pay and accruals at the rate he was earning on 10/21/2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Blair Parker

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

8/24/15

Mark Frymoyer

AFSCME lowa Council 61
Assistant to the President

Union Co-Chair

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GRIDWANGDHINGORWAYION

AFSCME	Grievan	ce # 116	325			IDAS	Grieva	nce #	15-	0137
Grievan	t Name	Anita Vill	egas 						-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Departn	nent/Loc	. 4	a Corre Womei	ectional Institut 1	ion	AFSCME	Repres	entati	ve	Adam Swihart
Issue:	SUS(1)	L		(Choose c	ne of	the foll	lowing)			
C	LArificati	on (Cont	ract L	anguage i	ssue.)	DISc	ipline (C	Other	than	following.)
SI	J S(*) pens	ion	ΓERm	ination		(*) = #	f of Days	- Exampl	e: SUS	(15)
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Docket #	DOC-15	-0096						Date	Hea	8/25/2015 rd
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					72X3					
Resolut	on: R	ES					Was the first			
(Choose	one of t	he follov	/ing)	RESolved	DE	Nied	SUSta	ined	Dea	ıdlocked
RESOLU	TION DES	CRIPTIO	N:							
1.	cision of th If there is a be remove	no further:			iture pr	ior to 11/	/1/2015 th	e one d	lay su	spension shall

Steve Squires

Management Co-Chair

4. This decision is non precedent setting.

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Date

3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.

925/2015

Settlement

GRIDVANCE INFORMATION

AFSCME Grievan	ce # 121571	IDAS Grievance #
Grievant Name	Sherri Marion	
Department/Loc	ation Iowa Workforce Development	AFSCME Representative Matt Butler
Issue: SUS(1)	(Choos	se one of the following)
CLArificati		ge issue.) DIScipline (Other than following.)
SUS(*)pens	slon TERmination	(*) = # of Days Example: SUS(15)
Sanayayayayayay	RIVATUONE	
		764 1866 1846 764 1866 1866 764 186
Docket #	-0008	Date Heard 8/25/2015
Rids(o) in unit (o) Na	NFORWATION	
Resolution: R	ES	
(Choose one of t	he following) RESolve	ed DENied SUStained Deadlocked
RESOLUTION DES	SCRIPTION:	
The decision of the	·	from the employees file if there are no further discipline to 1/15/2016.
(excluding to the control of the con	ning on 1/14/2015. be no back pay or accruals a	awarded MASJT awarded MASJT ais document may be publicly posted on DAS website.
(excluding to the control of the con	ning on 1/14/2015. be no back pay or accruals a lowa Code Section 22.13 the lon is non precedent setting.	awarded MASJT

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AFSCME	: Grievance #	119450	IDAS Grievance #
Grievan	t Name	tt Gabel	
Departr	nent/Locatio	Clarinda Correctional Facility	AFSCME Representative Julie Dake Abel
lssue:	SUS(1)	(Choose	e one of the following)
C	LArification (Contract Language	e issue.) DIScipline (Other than following.)
S	US(*)pension	TERmination	(*) = # of Days Example: SUS(15)
30000	DALLINIKO)RIVA	W/(ONE	
Docket #	DOC-15-0076		Date Heard 08/26/2015
FADIS(0)	EUTITON INT	DRWATION.	
Resolut	ion: RES		

RESOLUTION DESCRIPTION:

The decision of the Panel is:

- 1. The one day suspension shall be reduced to written reprimand.
- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 8/20/2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.

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4. This decision is non precedent setting.

(Choose one of the following) RESolved

Jeff Panknen

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Mark Frymoyer

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Deadlocked

Settlement

GRIBVANCE INFORMATION

AFSCMI	E Grievano	e #	124323			IDAS	Griev	ance #	15	-0470
Grievan	t Name	Kerrie	VanDeMar	'k						
Departr	ment/Loca		Fort Dodge Facility	Correctional		AFSCME	Repre	sentati	ve	Matt Butler
Issue:	SUS(3)		.	(Choose or	ne of	the foll	owing)			
С	LArification	on (Co	ntract L	anguage is	sue.	DISc	ipline (Other	than	following.)
SI	US(*)pens	ion	TERmi	nation		(*) = #	of Days -	Exampl	e: SUS	(i15)
101016)24	DAMANKO)	21/1/250)	(0)\}							
Docket #	DOC-15-		Ι <i>ν</i> Α νυ το λ					Date	Heai	08/26/20 rd
	on: RE	ie folk		RESolved	DEI	Nied	SUSta	ilned	Dea	diocked
1. ² . 3	sision of the The three de Pursuant to This decision	ay susp Iowa C	ension she ode Secti	all be reduced on 22.13 this nt setting.	d to o	ne day sus ment may	spensior be pub	i. licly pos	ted o	n DAS website

Jeff Panknen

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

8/26/11

Date

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

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Date

Settlement

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AFSCME Grievano	e # 128780	IDAS Gri	evance #	i-0594 .
Grievant Name	Curtis Gillaspy		-	
Department/Loca	Alcoholic Beverage Di	AFSCME Rep	- presentative	Rick Eilander
Issue: SUS(1)	(Choose	 e one of the following	ng)	
CLArification	on (Contract Language	e issue.) DISciplin	e (Other thar	following.)
SUS(*)pens	ion TERmination	(*) = # of Da	ys – – Example; SU	S(15)
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ABD-16-	0001			08/27/201
Docket #			Date Hea	ırd
RDS(0)EU/D(0)NJ/	NEORWATION			
Resolution: RE	S		·	
(Choose one of the	ne following) RESolve	d DENied SU	Stained Dea	adlocked

- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 6/16/2015.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Andrew Hayes

Iowa Department of Administrative

Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

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Chief of Staff

Union Co-Chair

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Settlement

AFSCME	E Grievan	ce # 12554	15	IDA	S Grievance #	15-0206
Grievan	t Name	Donna Murr	ay			
Departr	nent/Loc	ation Wood	lward Resource Cent	AFSCM	E Representativ	Greg Lewis
Issue:	SUS(10)		(Choose o	ne of the fol	lowing)	
C	LArificati	on (Contra	។ ct Language is	ssue.) DIS	cipline (Other th	nan following.
S	US(*)pens	sion TE	Rmination	(*) =	# of Days – – Example:	SUS(15)
onoroke Protoke	IEALAINEO	RWAWON		45		
Docket #	DHS-15	1800-			Date l	leard 08/28/2
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RIDSO						
Resolut		ES		,		
Resolut	ion: R		ng) RESolved	DENIed	SUStained I	Deadlocked
Resolut (Choose	ion: R			DENIed	SUStained I	Deadlocked

Andrew Hayes

Iowa Department of Administrative Services, Human Resources Enterprise

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Chief of Staff

Union Co-Chair

08/28/15 Date Buy 8/08/005

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AFSCME Grievance #	¥ 122727	IDAS Grievance #
Grievant Name	reg Yager	
Department/Location	Iowa State Penitentiary	AFSCME Representative Kenton Cole
Issue: DIS	(Choose or	ne of the following)
CLArification	(Contract Language is	sue.) DIScipline (Other than following.)
SUS(*)pensior	n TERmination	(*) = # of Days Example: SUS(15)
JOIOTOI CADARANTEO KAN	WITTON	
Docket # DOC-15-011	0	Date Heard 09/08/2015
RIESOGUIV (ONEINE	CORWATION	
Resolution: RES		
(Choose one of the	following) RESolved	DENied SUStained Deadlocked
RESOLUTION DESCR	RIPTION:	
The decision of the Pa		Country and supplied the

- 1. The written reprimand shall be removed from the employees file.
- 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 3. This decision is non precedent setting.

Andrew Hayes

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

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Date Date

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AFSCME Grievan	ce # 118492	!	IDAS Grievance #
Grievant Name	Greg Yager		
Department/Loc	ation Iowa Si	tate Penitentiary	AFSCME Representative Kenton Cole
Issue: SUS(1)		(Choose on	I e of the following)
CLArificati	ion (Contrac	t Language iss	sue.) DIScipline (Other than following.)
SUS(*)pens	sion TER	Rmination	(*) = # of Days Example: SUS(15)
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Docket # Doc-15			Date Heard 09/08/20
DOC-15	5-0124	(Θ) γ	
Docket # DOC-15	5-0124	10N:	

RESOLUTION DESCRIPTION:

The decision of the Panel is:

- 1. The one day suspension shall be removed from the grievant file.
- 2. The grievant shall receive one day of back pay and accruals at the rate he was earning on November 21, 2014.
- 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Andrew Hayes

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Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61

Chief of Staff

Union Co-Chair

Date

GRIDIVAVNO DINKORIVATION

AFSCME Grievand	ce # 123125	IDAS Grievance # 15-0294-
Grievant Name	Ray Bolander	
Department/Loca	ation Mt Pleasant Correctiona	AFSCME Representative Kenton Cole
Issue: SUS(4)	(Choose	one of the following)
CLArification	on (Contract Language	issue.) DIScipline (Other than following.)
SUS(*)pens	sion TERmination	(*) = # of Days Example: SUS(15)
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Docket #		09/09/2015 Date Heard
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Resolution: R	ES	
(Choose one of t	 he following) RESolved	l DENied SUStained Deadlocked
RESOLUTION DES	SCRIPTION:	
The decision of the		n the grievant's files. The grievant shall receive one day of bac 12/15/2014. 9/9/2016 the three day suspension shall be reduced to a one da

Jeff Edgar

Iowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

9/9/15

Date

Mark Frymoyer

AFSCME Iowa Council 61

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GRIDWINGDINKORWANON

Management Co-Chair

GRIDVANCESINFORMATION	
AFSCME Grievance # 110336	IDAS Grievance #
Grievant Name Carey Mellow	
Department/Location Mt Pleasant Correction Facility	AFSCME Representative Kenton Cole
Issue: SUS(10) (Choos	e one of the following)
CLArification (Contract Languag	ge issue.) DIScipline (Other than following.)
SUS(*)pension TERmination	(*) = # of Days Example: SUS(15)
DOORDUSINEORINAUTON	
Docket # DOC-15-0154	Date Heard 09/09/2015
RESOLUTIONSINKORIVATION	
Resolution: RES	
(Choose one of the following) RESolve	ed DENied SUStained Deadlocked
RESOLUTION DESCRIPTION:	
The decision of the Panel is: 1. The ten day suspension shall be redu 2. Due to no loss of pay there shall be redu 3. Pursuant to Iowa Code Section 22.13 4. This decision is non precedent setting	no back pay or accruals awarded. 3 this document may be publicly posted on DAS webs
Jeff Edgar	Mark Frymoyer
lowa Department of Administrative Services, Human Resources Enterprise	AFSCME lowa Council 61 Chief of Staff

Union Co-Chair

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AFSCME Grievance # 1271	174	IDAS Grievance #	1.)-V1/0
Grievant Name Tony Daile	y 		<u> </u>
Department/Location Faci	leasant Correctional lity	AFSCME Representative	Kenton Cole
Issue: SUS(10)	(Choose one	of the following)	
CLArification (Contr	니 act Language issu	e.) DIScipline (Other tha	ın followina
	ERmination	(*) = # of Days ~ - Example: S	
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Docket # DOC-15-0114	Date l	09/09/2015 Heard	
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Resolution: RES			
(Choose one of the followi	 na) RESolved I	DENied SUStained D	eadlocked
RESOLUTION DESCRIPTION	•		
RESOLUTION DESCRIPTION			
earning on 10/29/2014 3. Pursuant to Iowa Code	eimbursed five days o	a five day suspension. of back pay and accruals at the recument may be publicly posted	
4. This decision is non p			
•		Mark Frymoyer	
Jeff Edgar Iowa Department of Administra		AFSCME Iowa Council 61	
Jeff Edgar Iowa Department of Administra Services, Human Resources Ent Management Co-Chair		···	

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AFSCME	: Grievan	ce # 1219	164		IDAS Grie	vance #	15-0202
Grievan	t Name	Jeff Reynol	lds				
Departr	nent/Loc	ation Mt P	Pleasant Corrections lity	al AF	CME Rep	resentativ	/e Kenton Col
Issue: SUS(3) (Choos		(Choose	one of th	e followin	g)		
C	L A rificati	on (Contr	 act Language	e issue.)	DiSciplin	e (Other t	han followin
S	US(*)pen:	sion T	ERmination		(*) = # of Day	s – – Example	e: SUSass
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Docket :	# DOC-15	5-0094	_ 1	Date Heard	09/09/20	15	
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(Choos	e one of	the follow	ring) RESolve	d DENi	ed SU	Stained	Deadlockèd
RESOLU	JTION DE	SCRIPTION	٧:			electric and a transfer and and advantage of the contract of t	
I The de	If there are	n shall be re	incidents of likeduced to a one				
2. 3.	If reduced accruals a Pursuant	it the rate he to Iowa Cod	ther 1 above the was earning on le Section 22.13 precedent setting	grievant sha 11/2/2014. this docum	Ill receive to		
2. 3. 4. Jeff Edga	If reduced accruals a Pursuant This decirat	at the rate he to Iowa Cod sion is non p	aber 1 above the was earning on le Section 22.13 precedent setting	grievant sha 11/2/2014. this docum	Ill receive to ent may be p Mark Fryn	oublicly pos	sted on DAS w
2. 3. 4. Jeff Edga lowa De	If reduced accruals a Pursuant This decisar	it the rate he to Iowa Cod	aber 1 above the was earning on le Section 22.13 precedent setting ative	grievant sha 11/2/2014. this docum	Ill receive to ent may be p Mark Fryn	oublicly pos noyer wa Council	sted on DAS w

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AFSCME Grievance	e # 129929	IDAS Grievance #
Grievant Name	Julia Hansen	
Department/Locat	tion Independence Mental He	AFSCME Representative Robin White
Issue: SUS(1)	(Choose o	one of the following)
CLArificatio	n (Contract Language i	issue.) DIScipline (Other than following.)
SUS(*)pension	on TERmination	(*) = $\#$ of Days Example: SUS(15)
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RIBSOLAUTHONAL	VEORWATION	
Resolution: RES	S	
(Choose one of th	l ne following) RESolved	DENied SUStained Deadlocked
(23222 44 4. 4		

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.

- 2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 3/16/2015.
- 3. Pursuant to Iowa Code Section 22,13 this document may be publicly posted on DAS website.
- 4. This decision is non precedent setting.

Andrea Macy

lowa Department of Administrative Services, Human Resources Enterprise

Management Co-Chair

Mark Frymoyer

AFSCME lowa Council 61

Chief of Staff

Union Co-Chair

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